

The Dyslexia Association consultancy and training road map

Phase 1

Assess/Audit

- What is already going on in the organisation & what is working
- What opportunities are there (where are the strengths)
- What problem exist (what are the challenges)
- Activities to improve the "as is position"

Phase 2

Plan

Detailed action planning based on the initial assessment including timescales, rationale, final product and agreed outcomes. Conduct an impact assessment.

Phase 3

Implementation

Putting the plan into action. Agreeing how this will be monitored, identify milestones, provide feedback and who will be delivering the activities.

Phase 4

Optimise/Review

Using the feedback and data from the implementation phase identify other potential activities which may boost the effectiveness of activities, or additional tasks which could be inserted into future organisational plans

It is important to identify the focus of the consultancy/kitemark roadmap. For example the focus tends to be operational, or strategic.

1. Operational functions - unlocking potential within the workforce

- HR tasks such as recruitment, training, staff well-being, and performance management.
- Line management tasks such as job specific tasks, day to day reasonable adjustments and communication of instructions
- Service delivery to young people (for education partners) such as communication & co-production, improving their environment, how to improve outcomes

2. Strategic functions - optimising talent/performance

- Policy and interpretation into practice
- Core values
- Marketing strategy and marketing materials

Neurodiverse Consultancy and Training

Our consultancy services do not consist of a list of tasks to be audited, it is a process which is designed to be bespoke to the individual organisation and geared towards their own unique challenges and desired outcomes. We will facilitate the whole process which includes compliance with The Equality Act 2010.

Assess/Audit

- Where in the organisation will the most effective improvement be located?
- What is the biggest challenge for the organisation?

Implement

Clear action plans with consideration of capacity and ability to implement. Clear monitoring and levels of support.



Plan

Realistic timescales and objectives - this does not always have to be a large project but can be small and highly effective e.g. changing the interview process

Optimise/Review

- Has everything been achieved?
- Can anything else be added which would optimise the effectiveness?
- What needs to be done in the future
- Awarding of kitemark on completion of action plan